



surface to soul  
going deeper with vibrant faith

---

## LEAD BETTER EVERY DAY

---

*“Effective leaders realize that they have influence and can make a difference. They focus on results and the future. They lead by example or don’t lead at all. They understand that values drive commitment, that trust trumps strategy, and that they can’t do it alone. The best leaders are lifelong learners who listen as much as they talk, and are naturally curious about what is and what might be.”*

**Jim LaDoux**

### Using basketball imagery, leaders are people who . . .

- are clear about the game’s purpose and what it takes to win.
- are willing to get on the court with the intent to make a positive contribution.
- pass the ball to others, recognize their teammates’ talents and share in their colleagues’ successes and failures.
- are fully present, pay attention to results, anticipate the future, and learn from past actions.
- understand, embrace, and model their team’s core values.
- are trustworthy and trust others, and view failures as learning opportunities.
- stay focused on the big picture yet have a strong bias for action.
- are nimble and adaptive, willing to make course corrections when needed.

### Effective leaders exemplify the five leadership practices

1. MODEL the way through their words, attitudes, and actions.
2. INSPIRE a shared vision through storytelling and short-term wins.
3. CHALLENGE the processes related to assumptions, priorities, and practices.
4. ENABLE others to act by providing clarity, training, resources, and accountability.
5. ENCOURAGE the heart through celebrating people’s contributions.

### Five Suggestions for Church Leaders

1. **Stop running your church.** Leave that to staff and lay volunteers. Healthy congregations need leaders who understand that their primary role is to tend to the “ends” (a congregation’s mission and vision) and its “means” (set policies that provide clarity about how the ends may be achieved). Leaders focus on the “big picture” rather than immersing themselves in the minutiae of daily operations.
2. **Embrace risk and change.** Stop avoiding, minimizing, or managing risk. Rethink when, where, and how ministry happens; and how technology can facilitate ministry efforts. Be willing to adapt to changes occurring in society.
3. **Get smart about how churches work.** Remove unnecessary barriers that hinder mission, slow down decision-making, and reduce people’s capacity to act. Rethink structure and staffing systems.
4. **Be curious lifelong learners.** Increase your knowledge and skills related to forming faith, casting vision, marketing ministries, developing leaders, addressing conflict, and facilitating change. Build education into your meetings.
5. **Ramp up your preparation and performance.** Lack of preparation by leaders is irresponsible. Leaders must make informed decisions, pay attention to results, and constantly measure your ministry effectiveness. Track member involvement in the community, the number of guests that come to weekly worship, the number of adult baptisms every year, the number of giving units, and giving per household. Pay attention to what people talk about in your community.